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ACADEMY ACCOMPLISHMENTS 2005

"It is possible to fail in many ways...while to succeed is possible only in one way."



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This famous quote by Aristotle sums up, to some extent, the last year in the FAA Academy. We have had an interesting year to say the least, with plenty of opportunities to succeed or fail. But, from my perspective, I can address plenty of successes in the last year at the Academy. Some of our challenges last year may have seemed a bit daunting. However, a lot of good people were already thinking ahead and preparing for what was to come. Good planning and preparation is one of the best possible ways to succeed. Having a strategy to meet the demands that are likely to come our way is one of the ways to succeed. I think that is what we have been about over the last year or so.

Approximately a year ago, the FAA gave Congress a plan for controller hiring and training. Much of the plan required changes and improvements to our controller-training program. Fortunately we were ready when the time came. Due to the foresight and planning of our employees, the Academy was ready to handle the first classes of the next generation of controllers in May. We were ready with new training labs,

simulation capability, and courseware before students arrived. Our ability to plan proves that we will be in this business for years to come.

The Academy has taken on the role of providing e-Learning to the entire Department of Transportation (DOT) by offering over 2,000 courses, which are available to every employee. Last year, we set a goal to have 15,000 e-Learning users in the DOT. We not only met our goal, we exceeded it, by reaching 17,429 users. This effort was an FAA Flight Plan objective.

Airway Facilities (now termed "Technical Operations") or (Tech Ops) was looking for ways to improve training that reduces the time it takes technicians to reach full performance level status. We were ready again with proposals to convert some of the communications courses to accommodate initial hiring at the Academy with a focus on reduced field training time.

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"It is possible to fail in many ways...while to succeed is possible only in on way."

We are now bringing on about 48 students every two weeks into this program. This proposal helped set the standard for the future, as we are now helping develop a similar concept called "credentialing" for Tech Ops employees, which will expand the increasing reliance on Academy training to other areas.

In Florida, at the Center for Management and Executive Leadership (CMEL), AMA-3, our FAA and contract employees redesigned an entire curriculum for managers and supervisors with the new Front Line Managers and Middle Manager courses. This issue was, also, a Flight Plan objective, which was entrusted to Academy personnel. Once again, we pulled it off and had the new courses ready to go on schedule.

In the Regulatory Standards Division, AMA-200, we began training in the new B-737 simulator. We also, completed construction for a new simulator classroom along with the renovation of six classrooms. In addition, the Academy was assigned Crew Resource Management training for future offerings.

We were a key player in the implementation of the new Electronic Learning Management System (eLMS) replacing the old Consolidated Personnel Management Information System (CPMIS). This is probably one of the biggest changes to how we will manage the FAA's training programs in the future. We will continue to have an important role in the administration of the new system.

Overall, we accomplished over 52,000 training completions with about 12,932 of them being resident students at the Academy. At CMEL, over 5,100 employees completed training.

These large numbers are indicative of the critical role that the FAA Academy plays in the success of the FAA's mission.

We focused on improving our course evaluation feedback and set a goal of 92 percent favorable. At the end of the year, we exceeded that goal with an overall average of about 93 percent favorable. We also exceeded our support services evaluation (student services, housing, non-academy support) goal of 91 percent favorable.

There is not enough space to mention all of the successes that can be attributed to the work and professionalism of Academy employees. Overall, it has been a great year!

However, it has not been, without challenges. One of our biggest challenges will be replacing all of the great people that either retired or left the Academy this year. Many managers, instructors, and support staff took the opportunity to retire. Our Superintendent for the past seven years, Bill Traylor, moved on to a position with DOT. We look forward to the vacant positions being filled as soon as possible.

I believe 2006 will be another exceptional year for the Academy and all of us. We will have plenty of opportunities to succeed. If we all remain committed to quality service, exceptional value, and staying ahead of future requirements, then we will continue to be an organization that is indispensable to the FAA's mission and overall success.

I thank everyone for their dedication to the success and viability of the FAA Academy and I look forward to our continued success in 2006.

DIVISION ACCOMPLISHMENTS 2005

Center for Management & Executive Leadership, AMA-3

AMA-3 completed development of the "Art of Leading Performance" for the Air Traffic Organization (ATO). This 2-day course was designed at the request of the ATO and focuses on giving performance evaluations and feedback. CMEL designed, developed, and delivered a two-day addition called "Building Productive Work Environments". A variety of short courses were customized for delivery to the ATO for symposium. We also co-designed and delivered with the Academy basic/advanced leadership training for the Safe Skies for Africa Program and other international participants. The CMEL Program Manager trained 12 judges to certify them as American Society for Quality raters in the International Team Excellence Competition.

Operational Support Division, AMA-100

Student Services prepared for an increase of students based on the projected upsurge in the Air Traffic Controller training program. Provided numerous briefings to instructors and new hire students. The Student Services Support Survey was converted to web based and went live in September 2005. A revised version of the Student Handbook was issued. The first "New Employee Briefing" was conducted on January 12, 2005.

Regulatory Standards Division, AMA-200

AMA-200 successfully implemented a new web course for engineers; Course 27905, "Applying Lessons Learned for Accidents". There were four new efforts for new course prototypes or revisions.

The semi-annual ISO 2001 surveillance audit of the Quality Management System was conducted June 15-16, 2005. The Formal safety program developed and made available to industry counterparts, 6 new courses.



The FAA Academy's Regulatory Standards Division provides training to US Forest Service Employees.

Training Support Division, AMA-300

AMA-300 expanded the FAA eLMS helpline assistance to all DOT employees. As of September, the Distance Learning Helpline was responding to calls from all over the Department. AMA-300 is currently assisting various DOT organizations with custom eLMS reports.

The Training and Development Team, AMA-300C, conducted 63 classes during FY-05. Twenty of these classes were delivered on the road at various field sites, yielding huge travel cost savings for some 250 students. In addition, training efforts in 2005 included the development and delivery of eLMS training for Academy course managers and instructors, as well as Academy instructor workshops on various subjects throughout the year.

The ATN staff was busy with a full calendar of broadcasts, and an update and expansion of the studio. The ATN uplink components are currently being replaced with redundant equipment and updated viewer response equipment is being added at FAA downlinks across the country.

DIVISION ACCOMPLISHMENTS 2005

Airway Facilities Division, AMA-400

In addition to the New Hire Program, AMA-400 added the "EPA Section 608 Certification Training", Course 40165 to the resident course schedule. This course allows technicians who graduate from the Air Conditioning courses and those who work with refrigerants the ability to complete certification prior to returning to the field.

AF is serving on the National Credentialing Team for the Enhanced Hands-On Training (EHOT) Program. This team is currently working on an implementation plan to convert a specific numbers of courses each year to the EHOT format thru FY-12.



**"FAA Academy Students completing an End-Fire
Glide Slope Antenna Section Replacement"**

Air Traffic Division, AMA-500

AMA-500 completed development and installation of the En Route radar laboratories using the same equipment as the field, but with locally developed simulation software called SIGNAL. The labs were ready for students six months ahead of schedule, which helped the SIGNAL team win the Pathfinder Award this year.

Two new classrooms were built. Two additional classrooms were expanded increasing student capacity from 16 students to 18.

Major revisions were completed in the En Route and Tower courses.

The Deputy Administrator, Bobby Sturgell, along with ATO Vice-Presidents Rick Day and Bruce Johnson, visited the Academy in June to dedicate the new facilities and to greet the new generation of controllers.

The air traffic automation function changed in the field, and we developed a course to teach the new functions, called TARGETS.

On October 4, 2005, the agency outsourced the Flight Service Station function (excluding Alaska) to contractor Lockheed Martin. Mick Batt, conducted a decommissioning ceremony.

Fortunately, the Flight Service instructors and staff skills are needed to support the training of the large numbers of new hires in the En Route and Terminal options.

Airports & Logistics, AMA-600

AMA-600 designed a Real Estate Course for ARC-50. The design was given to AMA-3 (CMEL) for development.

**The Academy Skywriter
P.O. Box 25082 - Attn: AMA-100
Oklahoma City, OK 73125**

DIVISION ACCOMPLISHMENTS 2005

International Training Division, AMA-800

AMA-800 sponsored and participated in the Department of Transportation (DOT)/Transportation Security Administration (TSA) Aviation Security Workshop, which was held in Johannesburg, South Africa. The focus of the workshop was to disseminate information regarding aviation security technology and procedures, and to encourage the development of national security programs in support of the DOT's Safe Skies for Africa (SSFA) initiative.



Participants at the Safe Skies for Africa Civil Aviation Security Workshop.

The division also provided in-country training to several countries.

AMA-800 partnered with Oklahoma State University to develop two new Aviation English courses in 2005. The two courses were prototyped in early FY-05 – the first with Central and South America participants; the second with participants from China, Mongolia, Korea, and Japan. The finalized courses were delivered to SSFA participants in late FY-05.

Successful completion of the International Civil Aviation Organization (ICAO) Endorsed Government Safety Inspector training assessment in August 2005 was a major accomplishment for the division and the Academy. As a result of this assessment, the Academy has been designated as one of the several ICAO endorsed training centers in the world.

NAS Technical Services, AMA-900

AMA-900 employees successfully completed critical projects with national implications in 2005. Achievements include research and development efforts with the Air Route Surveillance RADAR-1 (ARSR-1), supporting the National Defense Program (NDP), and completion of the Initial Academy Training System (IATS) ahead of Air Traffic's deadline.

The AMA-900 Radar Team worked with FAA engineering (ATO-W) and United States Air Force (USAF) personnel to optimize and test the Mike Monroney Aeronautical Center (MMAC) ARSR-1 Long Range Radar (LRR). The ARSR-1 antenna was upgraded with a modern ARSR-2 antenna. The team also installed a Common Digitizer-2 and Beacon 6 (BI-6) system, including an additional Open Planar Array (OPA) antenna for the Beacon 6 (BI-6), and a new six-path rotary joint. The USAF optimized the ARSR-1 for baseline comparisons with a prototype Northrop Grumman RADAR transmitter currently under development. The new transmitter will improve the capability and extend the longevity of existing FAA Long Range RADAR systems beyond 2020. These equipment upgrades, installations, and tests were completed with no impact or interruption to the training classes.

Research and development, National Defense Program support and key installation efforts are just a few examples of quality technical resources provided by AMA-900 in 2005.



View of the new Initial Academy Training System (IATS) labs.



**The Sunrise & Sunset of
Dee's and Dad's FAA Careers
Deann King, AMA-300C**

Not every day does a father get to see his daughter in action on the job. For one father here at the Aeronautical Center, it was more than just getting to see his daughter at work, it was getting to see his daughter following in his footsteps.

Blair Adams started with the FAA in 1967 as an environmental technician. He came to the Academy in 1972 as an instructor in the Airway Facilities Division Environmental Branch, AMA-430. His career included 5+ years in Chicago and Moline, Illinois, Airway Facilities Sectors (AFS), 6 years at the FAA Academy in Oklahoma City, 9 years in the Des Moines, Iowa AFS, and his final 10 years back at the FAA Academy. He retired in 1997 with 31 years of FAA service and 4 years of Air Force service. Since retirement, Blair has been working part time as a contract instructor in AMA-430.

Deann King graduated from the University Of Central Oklahoma with a degree in secondary education. She started her professional career as an educator in the public school systems in Missouri and Oklahoma. After earning her masters degree in adult education, she came to work at the Aeronautical Center as an Instructional Systems Specialist (ISS) for a contractor in the Regulatory Standards Division, AMA-200. She became an FAA employee on September 19, 2005, as an ISS in the Training & Evaluation Team, AMA-300C. "I couldn't have been prouder," said Blair of his daughter. And when she did her final presentation for Basic Instructor Training (BIT), her father was there to cherish the moment and pass the baton, so to speak, since he plans to retire once again in 2006.

Deann completed BIT 33 years after her father did. And it isn't just father and daughter working here at the Aeronautical Center. Deann's mother, Shala Adams, is a teller supervisor for the FAA Credit Union, and her husband, Allen King, is an instructor in the Airway Facilities Terminal Radar Branch, AMA-450.

People may talk about the center being one big happy family, but this family is living it, both proudly and gratefully.



Deann King, AMA-300C, during her final presentation for Basic Instructor Training (BIT).



Deann and proud father, Blair Adams.



Wrap-up of the Academy CFC Campaign – 2005 Betty Bledsoe, AMA-100

The Academy achieved a momentous feat...raising a record \$60,464.04. This is a first!

Hats off to all who planned, coordinated, contributed via cash contributions and payroll deductions, volunteered time, provided encouragement, participated in the various raffles, and auctions.

The key workers were extremely awesome, persevering long hours, commitment, dedication, and personal sacrifices to see this worthwhile project through to the end!!!

Some of this year's highlights of team efforts were demonstrated throughout the divisions. To name a few, AMA-500 pulled together as a team to host the first "Caring for Critters" event, AMA-400, several MMAC employees formed a band (within a two-three week timeframe) in support of the Academy's Agency Fair; items were donated for raffles and to the on-line auction. The band continues to grow and support MMAC events such as the recent Holiday event.

CFC brick applicants will soon be able to see their brick. Plans are underway to have the brick walkway completed as soon as weather permits.

Academy personnel had the rare opportunity of sharing raffle space. The camaraderie of working side-by-side with other MMAC organizations was a first-ever. Competition was keen in selling and marketing the various baskets and raffles each agency had to offer. There was no evidence of the age-old competitive spirit of obtaining individual agency goals but of educating and gaining the support of all MMAC employees to help unknown people who will need assistance in the year ahead. However, it was fun and everyone walked away smiling and thanking each other for supporting their sales effort.

The Academy did its part by raising the most funds ever. The need is greater this year than last. The recent natural disasters along with rising oil prices will take a huge chunk out of the funds (\$491,322.62) MMAC raised.

Positions are open for next year's campaign. Early planning has proven to be a major contributor to a successful year. Check with your manager early in the year to volunteer for the 2006 campaign.

Again, **hats** off to the Academy for a wonderful accomplishment!!!



CFC Winner of "Breakfast At Your Desk", Christine Brannan, AMA-530, waits with Cindy Watson, AMA-530, to be served by former Academy Superintendent, Bill Traylor, and Deputy, Robert Igo, AMA-1.



Academy Key Workers receive recognition for all their hard work.

MARCH 2006

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 <small>Ash Wednesday</small>	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17 <small>St. Patrick's Day</small>	18
19	20 <small>Spring Begins</small>	21	22	23	24	25
26	27	28	29	30	31	

APRIL 2006

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9 <small>Palm Sunday</small>	10	11	12	13	14	15
16 <small>Easter Sunday</small>	17	18	19	20	21	22
23/ 30	24/ 31	25	26	27	28	29



HELPFUL WEB LINKS

Academy Strategic Plan Feedback

<http://www.academy.faa.gov/intranet/straPlan.asp>

e-LMS

<http://elms-info.dot.gov>
<http://elms.dot.gov/learner/login.jsp>

Employee Association - Bookstore

<http://www.eabookstore.com/>

FAA Branding Guidelines

http://employees.faa.gov/worktools/branding_guidelines

FAA Career Opportunities

<http://jobs.faa.gov>

FAA Employees Credit Union

<http://www.faaecu.org>

FAA Employees Site

<http://employees.faa.gov>

FAA Find - Directory

<http://www.find.faa.gov>

MMAC Library

<http://library.mmac.faa.gov>

FAA Center for Management and Executive Leadership

<http://www.cmef.faa.gov>